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MINUTES

OF THE

CIA CAREER COUNCIL

31st Meeting, Thursday, 26 July, 4:00 p.m.
DCI Conference Room, Administration Building

Present: Harrison G. Reynolds, D/Pers, Chairman
Matthew Baird, D/TR, Member

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[REDACTED]

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Lawrence K. White, DD/S, Member

[REDACTED]

GUESTS

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[REDACTED]

1. The minutes of the 26th, 27th, and 30th meetings were approved as distributed, subject to technical corrections to be reported to the Executive Secretary [none were subsequently reported].

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2. [REDACTED], Chairman of the GEHA Board, who was accompanied by Messrs. [REDACTED] (Security) and [REDACTED] (Personnel) presented to the Council the problem (not on the Agenda) occasioned by the fact that there are about [REDACTED] employees of CIA who have GHI insurance (Group Hospitalization, Incorporated) whose association with CIA is known to a number of employees of GHI. As Mr. [REDACTED] pointed out this creates a potential security hazard to CIA insofar as it identifies both numbers and names of CIA employees. There are [REDACTED] CIA persons who have GHI insurance, - Class A [REDACTED] where the identity of the individual is known to GHI and he receives benefits according to a certain schedule, and Class B [REDACTED] where the identity of the individual is not known to GHI until a claim is made and benefits are according to a schedule substantially less than in Class A. The GEHA Board had agreed to pose two questions to the management of GHI:

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- (a) "Are you willing to handle Class A individuals according to the Class B technique?" The answer, informally, was "Yes, but the benefits will be Class B."
- (b) "Are you willing to handle Class A people according to Class B technique?" The answer, informally, was "No, but we might be willing to raise Class B benefits." The benefits would not be equal to those available to policy holders under the Mutual of Omaha Health Plan.

After considerable discussion, the Council agreed that GHI should be informed that a firm and formal answer would have to be given. If GHI does not make the benefits equal to Omaha, each GHI policy holder should be informed that CIA recommends to him that he change his hospitalization insurance from GHI to Omaha.

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3. Colonel White informed the Council of proposed changes in the JOT and JCD Programs (item 5 on the Agenda) which had been recommended by the Inspector General, concurred in by the Offices of Personnel and Training and approved by the ADGI subject to concurrence by the Career Council. Basically, the proposals consist of merging the two programs into an expanded JOT Program under the jurisdiction of the Office of Training with increased participation in the program by the Office of Personnel. There would be no personnel ceiling on the new JOT Program. Messrs. [REDACTED] suggested that the criteria for selection be re-examined, in view of the fact that eventually this would be the mechanism by which the majority of young professional people would enter the Agency, in order to insure that there be a balanced representation of all the kinds of people needed by the Agency, in addition to those typical American types with high academic achievements. It was agreed that standards for recruitment, however, should be kept as high as that which has in the past been characteristic of the JOT Program. Colonel White suggested that the selection machinery be broadened to include an Advisory Panel on which there would be representatives of the Offices of the DD/I, the DD/P and the DD/S. The Council approved the proposed changes.

4. Colonel White led the discussion of the Staff Study (item 6 on the Agenda) which recommended that the Senior Career Development program be cancelled. Essentially the program has become a "book-keeping" or slotting device over which neither the Council nor the Career Development Committee has any real control and which entails much duplicate paper work. The program has served its purpose over the past three years in stimulating rotation and extensive external and language training, but other more efficient mechanisms to forward these activities are now available. The recommendations in the Staff Study were approved and it was agreed to modify the rules respecting the personnel ceiling to exempt those persons, who were in external training for more than 30 days, from the ceiling count.

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5. The Council noted the Summary Report of the Activities of the Career Services for the period 1 October 1955 to 31 March 1956, which had been distributed to all Chairmen and Secretaries of Career Boards and Panels.

6. The Council reviewed and approved the proposed Regulation [REDACTED] 5X1A "Career Planning for Individuals" and the attached "Career Preference Outline". At the request of Mr. Baird it was agreed that the language of both the Regulation and the Form would be strengthened to emphasize that the needs of the Agency have priority over the wishes of the individual. The Council delegated to Mr. Baird and [REDACTED] the choice of the exact wording to be used. 25X1A9a

7. The Council discussed the year end report of "Status of Membership in the Career Staff". Processing of applications for membership was current as of 30 June and only those cases were in the "pipe line" which would be normally expected, with exception of a small number of special cases which are receiving priority attention. The statistics showed that adverse action had been taken by the Selection Board on approximately 2% of all applications, and that in the great majority of cases the reason for the action was inadequate performance. The Council agreed that serious consideration should be given to elimination from the Agency of Type C cases and the Office of Personnel agreed to prepare a concrete plan of action.

8. The Council adjourned at 5:05 p.m.

[REDACTED] 25X1A9a
Executive Secretary
CIA Career Council